Annette Island Project Teaming Strategies

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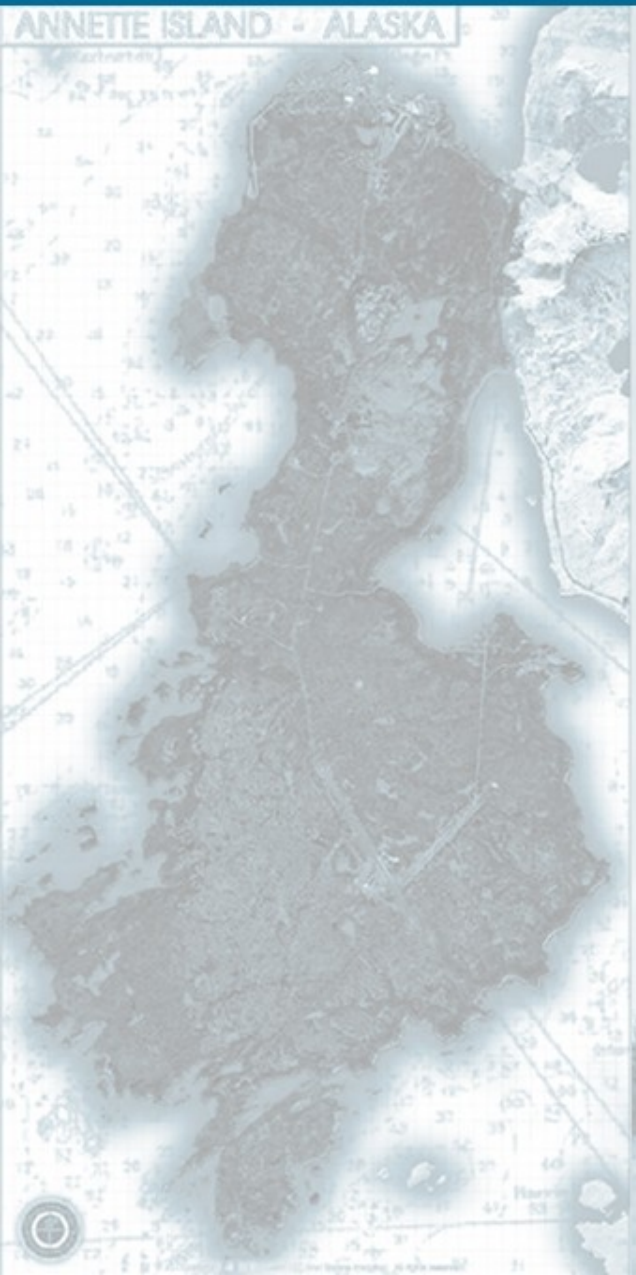
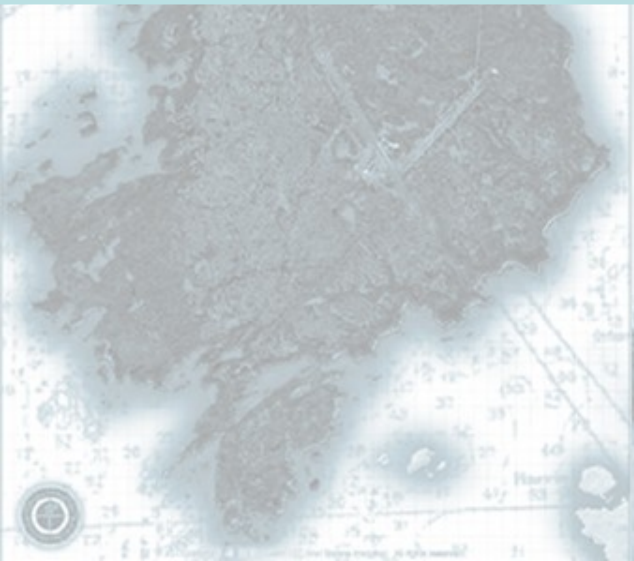


Annette Island Project Teaming Strategies

New Ways of Doing Business

Teaming Saves Government $2,000,000 in Environmental Cleanup Costs



Annette Island Project Teaming Strategies

New Ways of Doing Business

Teaming Saves Government $2,000,000 in Environmental

Robert Johnston, **Project Manager, U.S. Army Corps of Engineers, Alaska District**

Jon McVay, **Project Manager, Jacobs**

Kelly McGovern, **Deputy Project Manager/Senior Chemist, Jacobs**

Annette Island Project Teaming Strategies

Overview

- **Background – Annette Island**
- **Challenges – Common and Unique**
- **Strategies – Teaming**
- **Actions – Team Building**
- **Results – Cost Savings**

Annette Island Project Strategies

Background

- **Project location**
  - **Island in Southeast Alaska**
- **History**
- **Stakeholders**
  - **Local community, regulators, federal agencies, private corporation**
- **Environment**

Annette Island Teaming Strategies

Challenges

- **Location and Logistics**

Annette Island Project Strategies

Location

Annette Island Teaming Strategies

Challenges

- Location and logistics
- **Number of active and inactive stakeholders**

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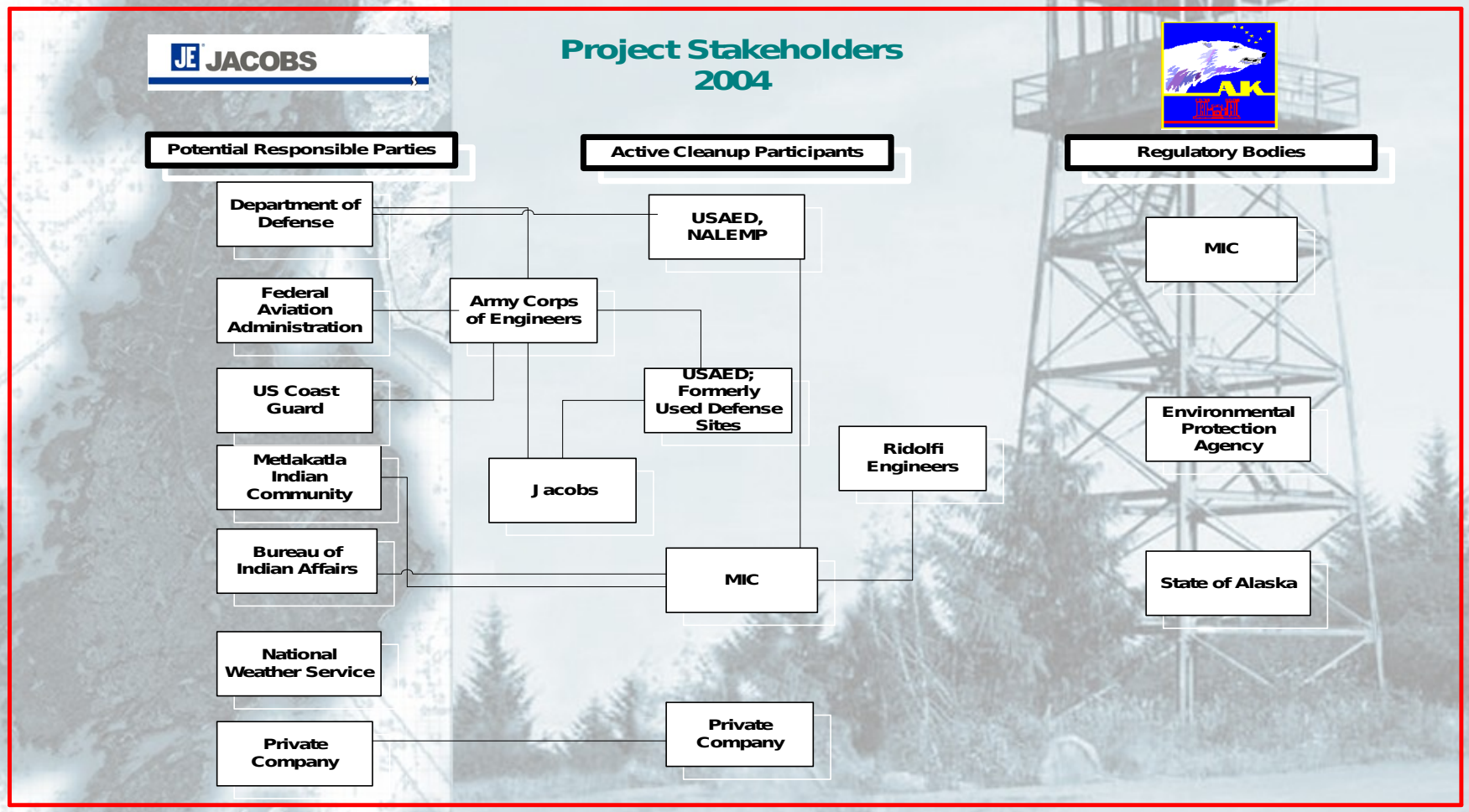
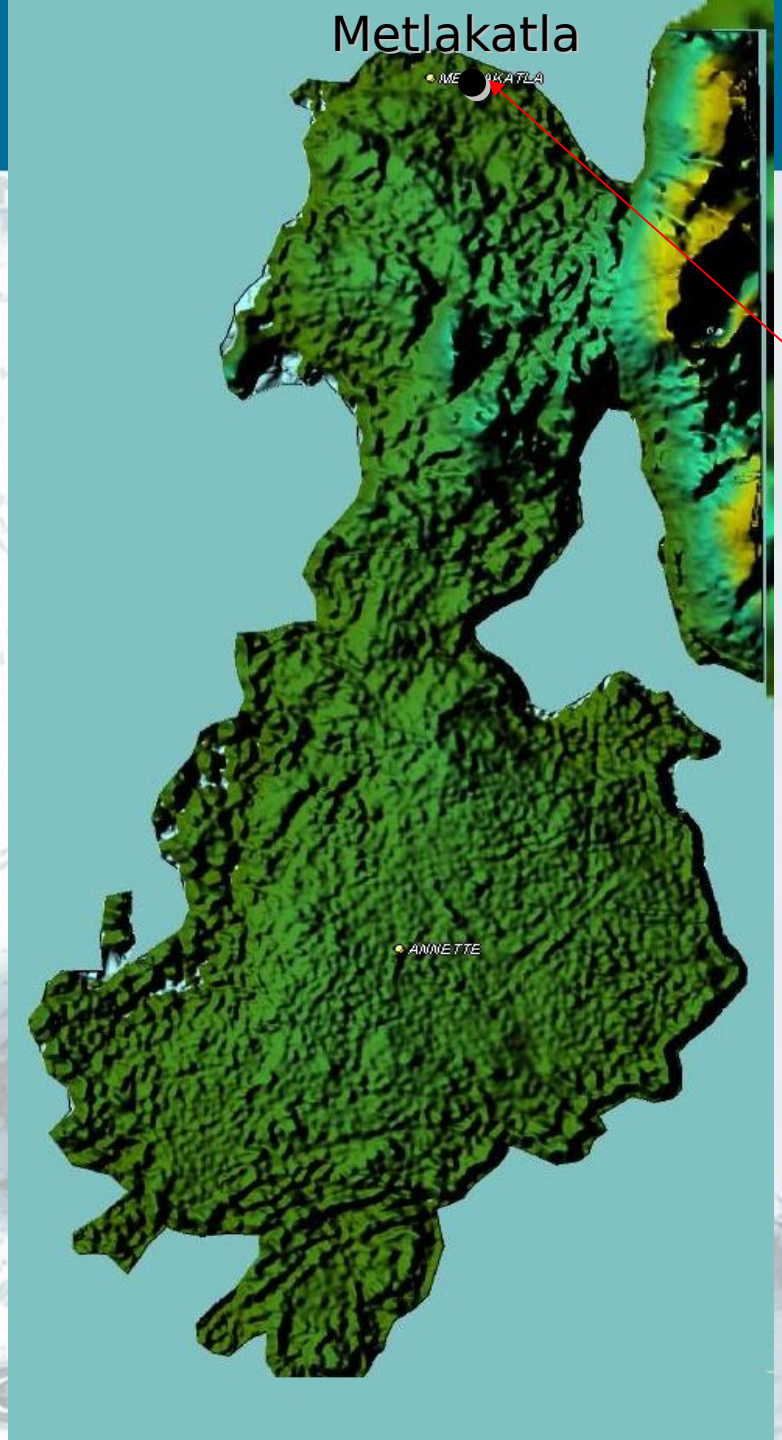
Challenges – Number of stakeholders





Annette Island Teaming Strategies

Stakeholders/ PRPs

Metlakatla Indian Community

Annette Island Teaming Strategies

Stakeholders/ PRPs

DOD Leases

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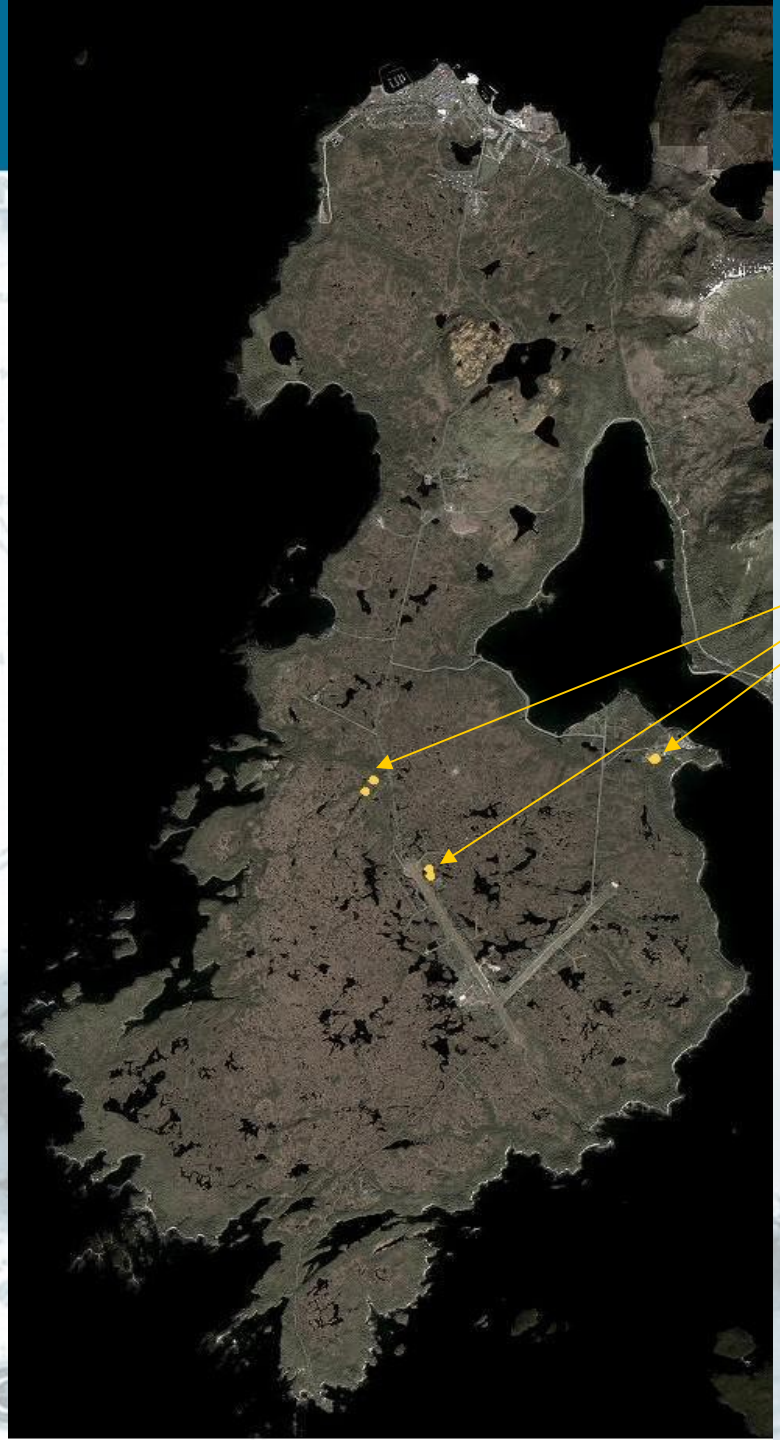
Stakeholders/ PRPs

USCG Leases



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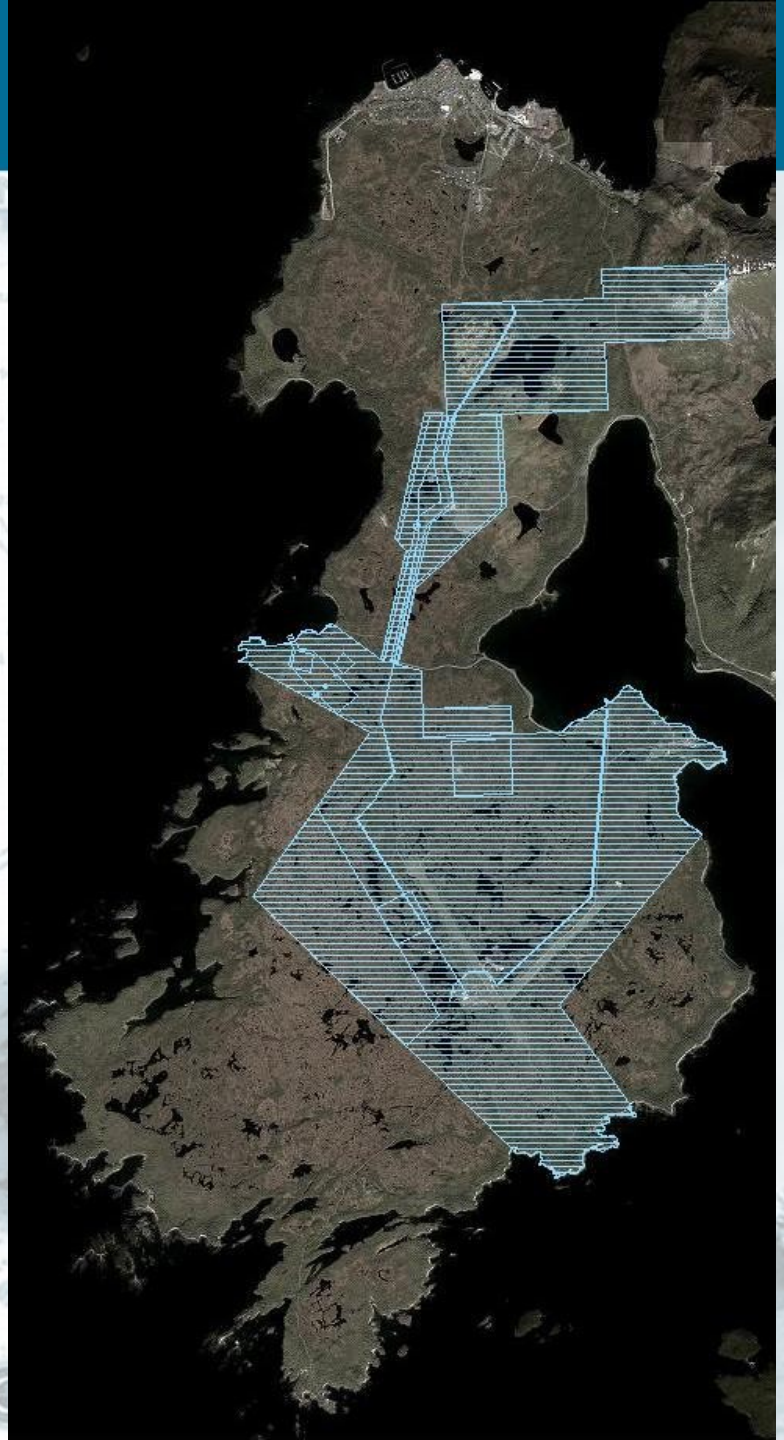
Stakeholders/ PRPs

NWS- National Weather Service Leases

Annette Island
Teaming Strategies
Stakeholders/ PRPs

Major Private Company Leases



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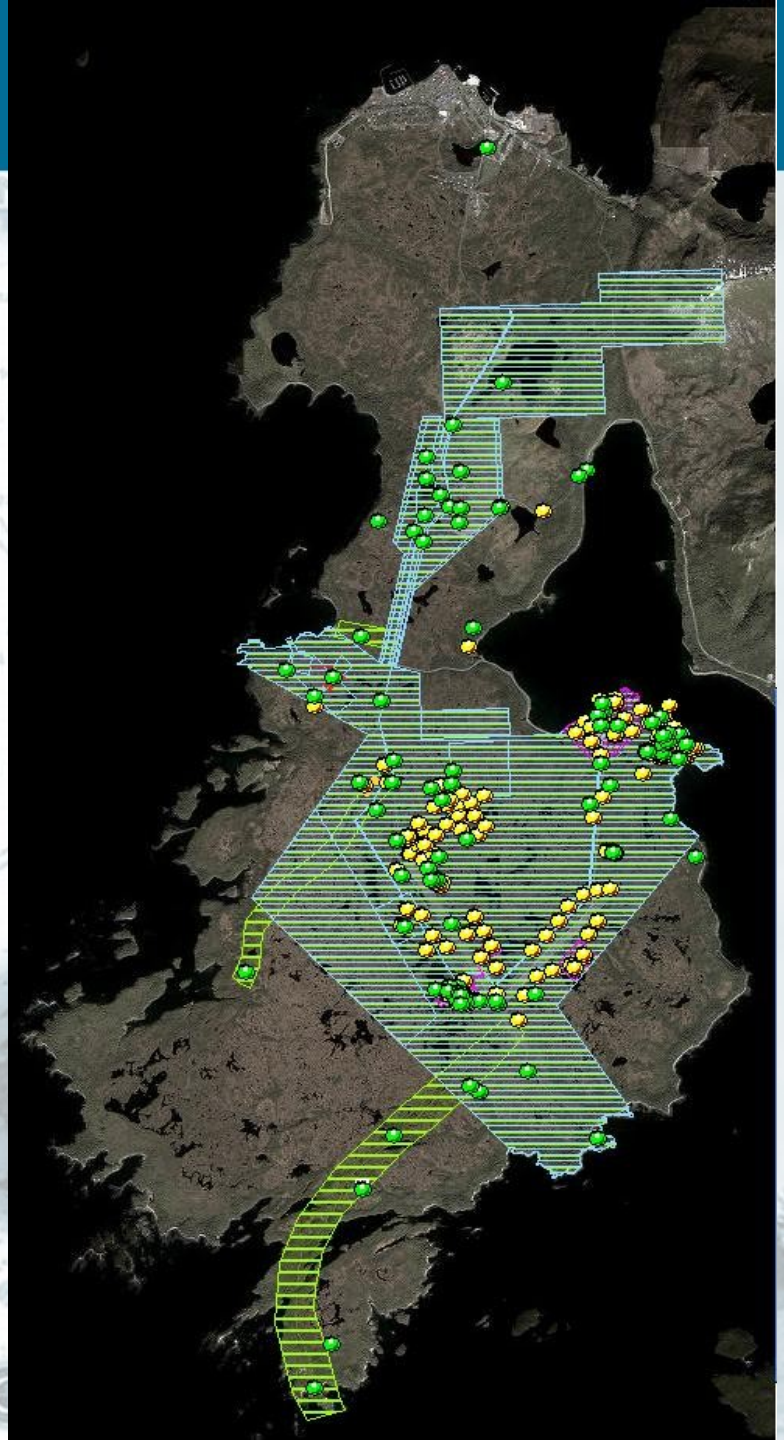
Stakeholders/ PRPs

FAA Leases



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Stakeholders/ PRPs

Overlay of all Leases and Areas of Concern

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Challenges

- Location and logistics
- Number of involved stakeholders
- **Physical environment**

Annette Island Teaming Strategies

Challenges

- Location and logistics
- Number of involved stakeholders
- **Physical environment**
  - **>200’’ annual precipitation**
  - **Limited field season**
  - **Bogs and bugs**

Annette Island Teaming Strategies

Development of a Teaming Approach:

Purpose and Benefits

- Purpose – better coordination and cooperation among active participants
- Benefits – reduction of costs to USAED and other agencies

Annette Island Teaming Strategies

Development of a Teaming Approach:

- **Process**
  - **Include internal and external team members**

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Development of a Teaming Approach: **Process**

- **Include Internal and external team members**
  - **Developed the MOU Work Group**
  - **Widened the circle of inclusion – inactive agencies, contractors and subcontractors**

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Development of a Teaming Approach: **Process**

- Include Internal and external team members
- **Open Communication**

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Development of a Teaming Approach: **Process**

- Include Internal and external team members
- **Open Communication**
  - **Developed communications plan**
  - **Bi-weekly teleconferences**
  - **Review process of plans and approaches**
  - **Removed most formality of communications**
  - **Develop specialized inter-organizational subgroups**

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Development of a Teaming Approach:

- **Process**
- Include internal and external team members
- Open Communication
- **Share Information**

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Development of a Teaming Approach: **Process**

- Include Internal and external team members
- Open Communication
- **Share Information**
  - **Shared ownership of project processes**
  - **Development of Project Portal**
  - **Common management plan and Quality assurance plan**

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Development of a Teaming Approach:

Process

- Include Internal and External Team Members
- Open Communication
- Share Information
- **Develop Common Goals**

Annette Island Teaming Strategies

Development of a Teaming Approach: **Process**

- Include Internal and External Team Members
- Open Communication
- Share Information
- **Develop Common Goals**
  - **Cleanup island**
  - **Reduce costs**
  - **Reduce cleanup timeline**
  - **Maximize return on mob of equipment/resources**
  - **Work cooperatively rather than independently**

Annette Island Teaming Strategies

Development of a Teaming Approach: **Process**

- Include Internal and External Team Members
- Open Communication
- Share Information
- Develop Common Goals
- **Identify barriers**

Annette Island Teaming Strategies

Development of a Teaming Approach:

Process

- Include Internal and External Team Members
- Open Communication
- Share Information
- Develop Common Goals
- **Identify barriers**
  - **Programmatic funding constraints**
  - **Organizational culture differences (transactional vs. relational)**

Annette Island Teaming Strategies

Development of a Teaming Approach: **Process**

- Include Internal and External Team Members
- Open Communication
- Share Information
- Develop Common Goals
- Identify barriers
- **Identify solutions**

Annette Island Teaming Strategies

Development of a Teaming Approach: **Process**

- Include Internal and External Team Members
- Open Communication
- Share Information
- Develop Common Goals
- Identify barriers
- **Identify solutions**
  - **Evaluate for win-win outcomes**
  - **Spring boarding – Each organization's input improves upon previous solution**

Annette Island Teaming Strategies

Development of a Teaming Approach: **Actions**

- Signing of the MOU agreement in 1998
- Bi-Weekly MOU group teleconferences
- Annual meeting in Ketchikan focusing on teambuilding and the identification and resolution of current issues
- High frequency voice and in person communications

Annette Island Teaming Strategies

Development of a Teaming Approach: **Results**

- Common database (Portal)
- Common management plan/ QAPP
- Sharing of resources
- Common civil subcontractor
- Sequencing fieldwork to maximize use of local resources

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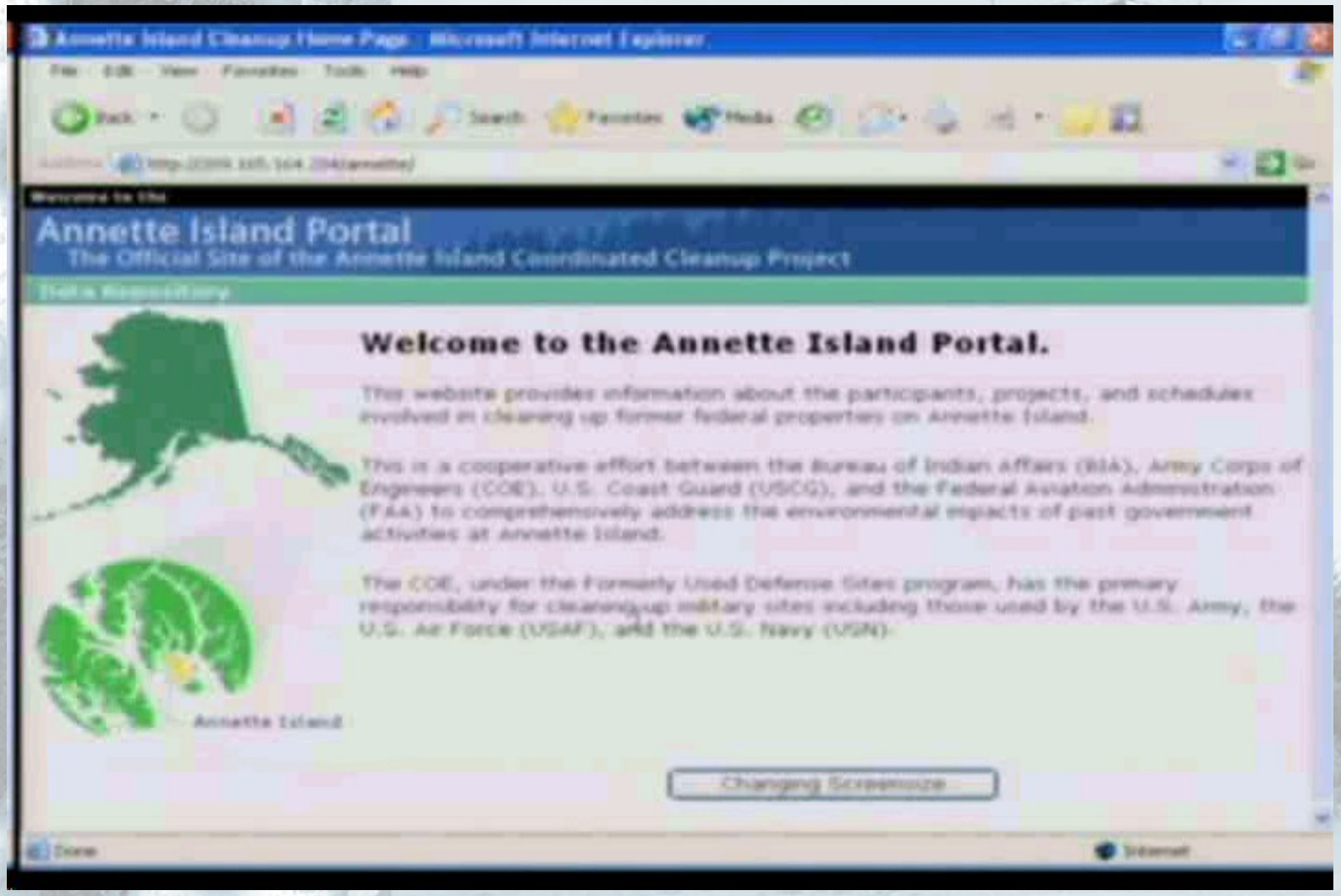
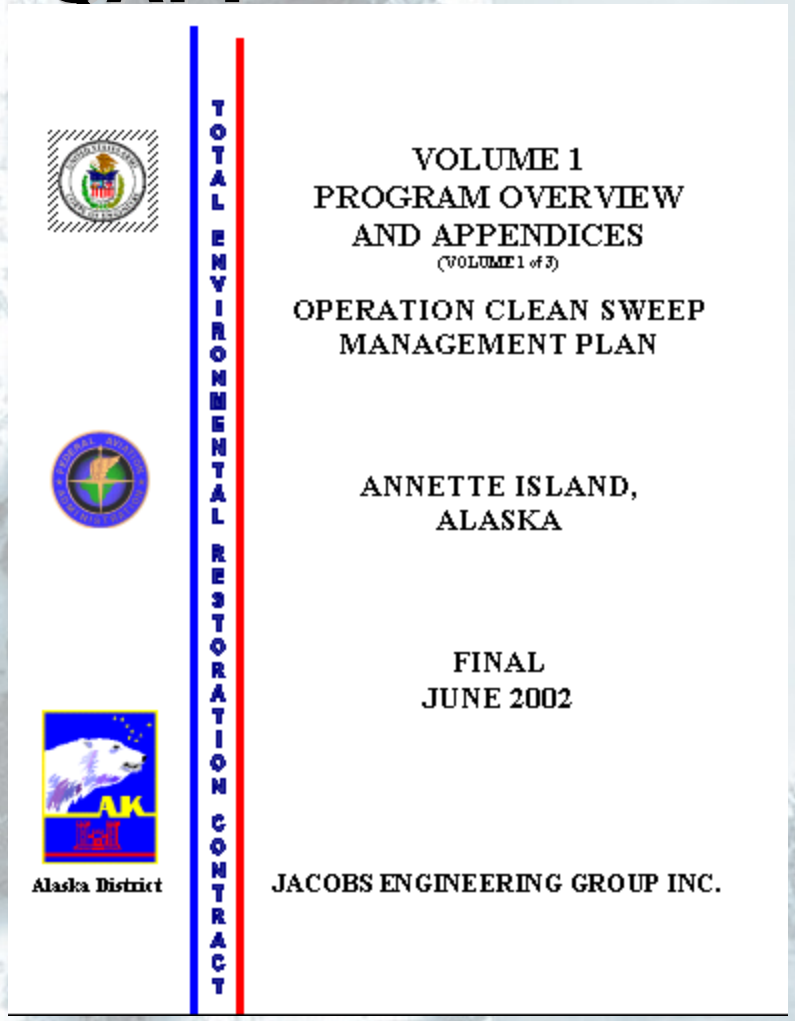
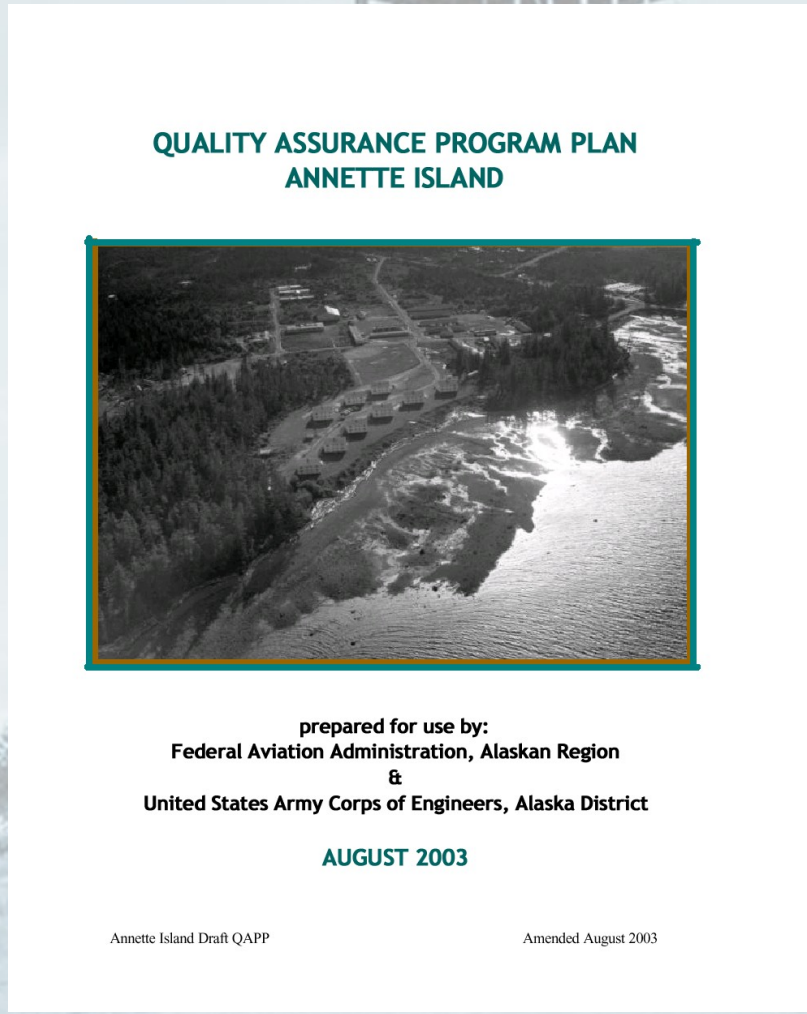
Porta


Annette Island Portal
The Official Site of the Annette Island Coordinated Cleanup Project
Welcome to the Annette Island Portal.
This website provides information about the participants, projects, and schedules involved in cleaning up former federal properties on Annette Island.
This is a cooperative effort between the Bureau of Indian Affairs (BIA), Army Corps of Engineers (COE), U.S. Coast Guard (USCG), and the Federal Aviation Administration (FAA) to comprehensively address the environmental impacts of past government activities at Annette Island.
The COE, under the Formerly Used Defense Sites program, has the primary responsibility for cleaning up military sites including those used by the U.S. Army, the U.S. Air Force (USAF), and the U.S. Navy (USN).
Annette Island

Annette Island Teaming Strategies

Common Management Plan and QAPP





Annette Island Teaming Strategies

Teaming Strategy Model

- ↑ Communication ⇒ $ Savings
- ↑ Cooperation ⇒ $ Savings
- ↑ Coordination ⇒ $ Savings
- ↑ Collaboration ⇒ $ Savings
- ↑ Synergy ⇒ $ Savings

Annette Island Teaming Strategies

Teaming Strategy Model

↑ Communication ⇒ $ Savings

↑ Cooperation ⇒ $ Savings

↑ Coordination ⇒ $ Savings

↑ Collaboration ⇒ $ Savings

↑ Synergy ⇒ + $ Savings

$2M Savings to Taxpayer

Annette Island Teaming Strategies

Recommendations

- Prepare a plan to upper management
- Manage expectations
- Participation of independent, unaligned, team building agents
- Patience

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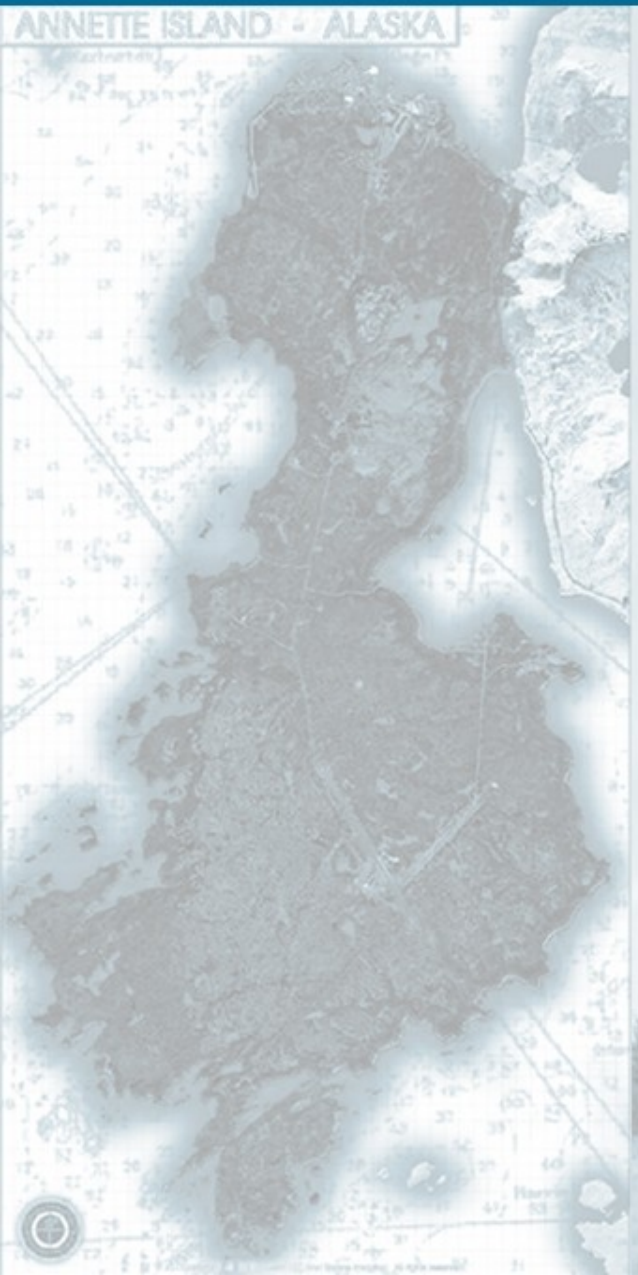

Questions